

Questions and Answers About the Governor's Employee Advisory Council (GEAC)

FOR SUPERVISORS

Q: What is the GEAC?

A: The GEAC, Governor's Employee Advisory Council, was established by executive order, *"to provide advice and recommendations to the Governor concerning state employee/employer relations."*

Q: How is the GEAC made up?

A: The executive order establishing the GEAC creates nine job categories. In 2003, the employees in six of these categories elected employee organizations to represent them on the council. The job categories and representatives specified by the order are:

- (a) Clerical, semi-technical and para-professional employees;
UNITED AUTO WORKERS UNION (UAW)
- (b) Administrative employees;
NO REPRESENTATIVE ELECTED
- (c) Labor and trade employees;
TEAMSTERS UNION
- (d) Employment and social services employees;
AMERICAN FEDERATION OF STATE COUNTY & MUNICIPAL EMPLOYEES UNION (AFSCME)
- (e) Health Services employees;
Service Employees International Union (SEIU) & AFSCME
- (f) State police officers;
STATE POLICE PROFESSIONAL ASSOCIATION
- (g) Corrections, Parole, and law enforcement employees;
AFSCME
- (h) Professionals, specialists, scientific and related employees;
NO REPRESENTATIVE ELECTED
- (i) Regulatory and inspection employees
NO REPRESENTATIVE ELECTED

In addition to the employee organizations, GEAC also includes the Secretary of the Labor Cabinet or designee, the Secretary of the Personnel Cabinet or designee and a representative of the Office of the Governor

Q: Who qualifies for membership in a GEAC organization?

A: Only non-supervisory classified employees in the Executive Branch of the government can join GEAC organizations. The order does not cover Kentucky's other constitutional officers or employees of the Commonwealth's elementary, secondary, and post-secondary educational systems.

Q: Does the executive order establish collective bargaining?

A: NO. The order DOES NOT establish collective bargaining.

Q: What is fair share and does the executive order allow it?

A: Fair share is a fee that the National Labor Relations Act allows private sector unions to charge non members to cover services the law requires the unions to provide to all employees. The executive order is not collective bargaining and the implementation of such a fee would conflict with Kentucky statutes. Therefore, no qualifying employee will pay dues unless the employee voluntarily consents and signs the payroll deduction paperwork.

Q: Under what conditions are employee organizations allowed to visit state offices and talk with state employees?

A: An access policy has been established to facilitate employee organization visits to local offices. All visits should be requested in writing and approved by your agency GEAC Contact. During approved visits, employees may meet with employee organizations in non-secure areas during their breaks, mealtimes, and before or after work. Employee organizations should follow the same procedures and have the same access as any other vendor, with no special favors or hurdles. You may request a copy of the official access policy by sending an e-mail to: GEAC.Hotline@ky.gov

Q: As a supervisor, what role should I play if asked by my employees about joining a GEAC organization?

A: Supervisors should not encourage or discourage membership in any employee organization. If an employee asks you whether or not to join a GEAC organization your response should be similar to the one below:

"Whether or not to join an employee organization is a personal decision for you to make however you are not required to join any organization and no membership

dues will be taken out of your paycheck without your expressed written permission.”

Q: Can employees end their membership dues deduction to an employee organization if they decide to do so?

A: YES, membership in any employee organization is completely voluntary. An employee who wishes to end payroll deduction to an employee organization may do so by sending written notification to their agency payroll officer asking them to stop the deduction.